

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	10-CA-253325	Date Filed	12-13-2019
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer James Booth d/b/a McDonald's and McDonald's, USA as joint employers		b. Tel. No. 843-556-1163
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2050 Savannah Hwy, Charleston, SC 29407 110 N. Carpenter Street, Chicago, IL 60607	e. Employer Representative (b) (6), (b) (7)(C)	g. e mail
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast food	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above named joint employers, by and through their officers, agents, and supervisors, have engaged in conduct that serves to interfere with the rights of its employees under the NLRA. Particularly, the joint employers, in response to its employees' interest and participation in the Fight for \$15 and a Union, put up a no solicitation sign and expressly threatened to terminate any employee who continues to participate with the Fight for \$15 and a Union. The joint employers took these actions as a means to discourage union activity and/or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
SEIU National Fast Food Workers Union4a. Address (Street and number, city, state, and ZIP code)
1800 Massachusetts Ave. NW Rm 6041 M
Washington, DC 200364b. Tel. No.
(b) (6), (b) (7)(C)4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail
olamide.adetunji@seiu.org5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

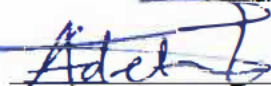
6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.
(202) 730-7327Office, if any, Cell No.
(202) 384-5482

Fax No.

e-mail
olamide.adetunji@seiu.org


(signature of representative or person making charge)

Olamide Adetunji, Attorney

(Print/type name and title or office, if any)

Address 1800 Massachusetts Ave. NW Rm 6041 M
Washington, DC 20036

Date 12/13/2019

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Please Review the Following
Important Information
Before Filling Out a Charge Form!

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf. Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
NLRB
Mobile App

December 13, 2019

SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW
Rm 6041 M
Washington, DC 20036

Re: James Booth d/b/a McDonald's
Case 10-CA-253325

Dear Sir or Madam:

The charge that you filed in this case on December 13, 2019 has been docketed as case number 10-CA-253325. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner INGRID J. JENKINS whose telephone number is (336)582-7127. If this Board agent is not available, you may contact Deputy Regional Attorney LISA R. SHEARIN whose telephone number is (336)582-7142.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present

your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LH', with a long horizontal line extending to the right.

LISA HENDERSON
Acting Regional Director

cc: Olamide Adetunji, Law Fellow
SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW
Washington, DC 20036



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
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Download
NLRB
Mobile App

December 13, 2019

(b) (6), (b) (7)(C)

2050 Savannah Hwy
Charleston, SC 29407

McDonald's, USA as joint employers
110 N. Carpenter Street
Chicago, IL 60607

Re: James Booth d/b/a McDonald's
Case 10-CA-253325

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LH', with a long horizontal flourish extending to the right.

LISA HENDERSON
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

10-CA-253325

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

JAMES BOOTH D/B/A MCDONALD'S

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS
UNION**

Charging Party

Case 10-CA-253325

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 13, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

2050 Savannah Hwy
Charleston, SC 29407

McDonald's, USA as joint employers
110 N. Carpenter Street
Chicago, IL 60607

December 13, 2019

Date

Kalsey Harrison,
Designated Agent of NLRB

Name

/s/ Kalsey Harrison

Signature

From: [Corbin, Jennifer](#)
To: [Robert Shore](#)
Subject: RE: McDonald's 10-CA-253325
Date: Thursday, January 2, 2020 3:49:00 PM

Can I get a list of specific allegations and who can testify to each to make sure that they (or I) don't forget to cover it in their affidavit? Thanks

From: Corbin, Jennifer
Sent: Thursday, January 2, 2020 3:16 PM
To: Robert Shore <robert.shore@seiu.org>
Subject: RE: McDonald's 10-CA-253325

My hotel will be **Comfort Suites West of the Ashley** at 2080 Savannah River Highway in Charleston. It is close to that McDonald's.

I will be traveling to Charleston on **(b) (6), (b) (7)(C)** conducting an election on **(b) (6), (b) (7)(C)**, and then **available anytime on (b) (6), (b) (7)(C)** to take affidavits.

Thanks-

From: Robert Shore <robert.shore@seiu.org>
Sent: Thursday, January 2, 2020 2:27 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Yes, at this point I am assuming the witnesses will be meeting with you **(b) (6), (b) (7)(C)** to give us time to make the plans.

Hope to have specifics soon.

Best,

Rob Shore
Assistant General Counsel
SEIU

Sent from my iPhone

On Jan 2, 2020, at 2:23 PM, Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

Anything on this? I am trying to schedule my travel and other appts for next week.
I am traveling from Winston-Salem, NC – it is about a 5 hour trip. Can I get all the

witnesses in on (b) (6), (b) (7)(C)

Thanks!

From: Robert Shore <robert.shore@seiu.org>

Sent: Thursday, January 2, 2020 10:14 AM

To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>

Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

I will do my best, my (b) (6), (b) (7)(C) has been off from before (b) (6), (b) (7)(C), and so (b) (6), (b) (7)(C) told me the other day (b) (6), (b) (7)(C) will be trying to set up the witnesses when (b) (6), (b) (7)(C) returns to work (b) (6), (b) (7)(C) I will reach out and see if I can get more information for you to at least secure date and location.

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)

1800 Massachusetts Avenue, NW

Washington, DC 20036

(202) 730-7467 Office

(202) 725-6624 Cell

Pronouns: He, Him, His

This message is intended only for the use of the individual or entity to whom it is addressed, is confidential, and may contain information that is privileged and exempt from disclosure under applicable law. Unless you are the addressee, or are authorized to receive this message for the addressee, you are hereby notified that any dissemination, distribution, or copying of this message, its attachments or any information contained in the message or attachments, is strictly prohibited. If you are not the addressee, please advise the sender by reply e-mail at robert.shore@seiu.org and delete the message and any attachments.

To ensure compliance with requirements imposed by the IRS, please be advised that, unless otherwise expressly indicated, any federal tax advice contained in this communication was not intended or written to be used, and cannot be used, for the purpose of (i) avoiding tax-related penalties under the Internal Revenue Code or applicable state or local tax law provisions or (ii) promoting, marketing or recommending to another party any tax-related matter addressed herein.

On Thu, Jan 2, 2020 at 8:28 AM Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

Please let me know what witnesses you have lined up by noon tomorrow, Friday, January 3- so that I can make travel plans.

Thanks-

From: Corbin, Jennifer

Sent: Tuesday, December 31, 2019 1:37 PM

To: Robert Shore <robert.shore@seiu.org>

Cc: Olamide Adetunji <Olamide.adetunji@seiu.org>

Subject: RE: McDonald's 10-CA-253325

I can get a hotel close to that McDonalds where they worked...I assume that they live near there?

If there is a better location, let me know. I can take the statements in the lobby. Each one will take about 2 hours.

How many witnesses will be coming?

From: Robert Shore <robert.shore@seiu.org>

Sent: Tuesday, December 31, 2019 12:29 PM

To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>

Cc: Olamide Adetunji <Olamide.adetunji@seiu.org>

Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Where would you like to take the depositions? From what I understand, the employees who will be giving statements, as well as (b) (6), (b) (7)(C) [REDACTED], so I am not sure if there is a specific location that is more or less convenient to them. I am thinking that (b) (6), (b) (7)(C) [REDACTED] will work best, but I will let you know.

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)

1800 Massachusetts Avenue, NW

Washington, DC 20036

(202) 730-7467 Office

(202) 725-6624 Cell

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To ensure compliance with requirements imposed by the IRS, please be advised that, unless otherwise expressly indicated, any federal tax advice contained in this communication was not intended or written to be used, and cannot be used, for the purpose of (i) avoiding tax-related penalties under the Internal Revenue Code or applicable state or local tax law provisions or (ii) promoting, marketing or recommending to another party any tax-related matter addressed herein.

On Tue, Dec 31, 2019 at 12:26 PM Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

I can take affidavits on (b) (6), (b) (7)(C) -anytime.
On (b) (6), (b) (7)(C) . (I am running an election that day.)
Or on (b) (6), (b) (7)(C) anytime.
Please let me know what you get set up so that I can find a hotel nearby.
Thanks!

From: Robert Shore <robert.shore@seiu.org>
Sent: Tuesday, December 31, 2019 12:01 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>; Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: McDonald's 10-CA-253325

Hello Jennifer:

I have reached out to our organizers in Charleston to try to facilitate setting up the affidavits. I have not confirmed availability as of yet though. Is it still your intention to take any affidavits on (b) (6), (b) (7)(C)

Thank you,

Rob

Robert J. Shore
Assistant General Counsel

Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036
(202) 730-7467 Office
(202) 725-6624 Cell

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Strike Notice to McDonald's

SEIU National Fast Food Workers Union
205 S Gregson St, Durham NC 27701

To: McDonald's/McDonald's USA, LLC, Joint Employers

2050 Savannah Hwy, Charleston SC

Dear Joint Employers:

This is to notify you that we are going on a one-day strike beginning on (b) (6), (b) (7)(C) 2019. We are striking to demand a \$15 an hour wage and the right to join a union without interference; an end to systemic sexual harassment and violence on the job; and to protest unfair labor practices occurring here and in stores across the country for which Joint Employer McDonald's USA is responsible. We further demand that management implement trainings and robust policies to protect us from sexual harassment, to prevent retaliation after reporting sexual harassment, and to provide a safe work environment free from violence. We are however not making a demand for recognition at this time.

(b) (6), (b) (7)(C) We unconditionally offer to return to work after (b) (6), (b) (7)(C) 2019 for our next regularly scheduled shift.

This is a peaceful and lawful one-day strike protected by federal labor law. We expect you to obey federal law and refrain from firing, reducing hours, discriminating, or in any way retaliating against us for standing together to improve our job conditions and safeguard our rights.

This company is profitable because of our hard work, yet, our wages are not enough to pay for the basics like food, rent, and utilities. We know McDonald's can afford to pay us more because it earns billions in profits annually. We are striking to bring ourselves out of poverty, and to improve the lives of our families. This notice and unconditional offer to return to work also apply to other workers who may later decide to strike.

(b) (6), (b) (7)(C)

From: [Robert Shore](#)
To: [Corbin, Jennifer](#); [Olamide Adetunji](#)
Subject: Re: McDonald's 10-CA-253325
Date: Tuesday, January 7, 2020 7:36:25 PM
Attachments: [Strike Notice 2050 Savannah Hwy, Charleston, SC.jpg](#)

Hi Jennifer:

Sorry for the delay in getting back to you with numbers, my afternoon got taken over by meetings.

(b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) should be there around (b) (6), (b) (7)(C), but does have to (b) (6), (b) (7)(C), so (b) (6), (b) (7)(C) might not be there exactly at that time. (b) (6), (b) (7)(C) can talk about seeing the sign itself regarding no soliciting and about having (b) (6), (b) (7)(C) manager clock (b) (6), (b) (7)(C) out for what was supposed to be paid 10 minute breaks, which only started after (b) (6), (b) (7)(C) became involved in the Fight for 15 and a Union, and which as far as (b) (6), (b) (7)(C) knows, only was done to those who were speaking up on behalf of the FF\$15 and a Union.

(b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) will talk about both what (b) (6), (b) (7)(C) was told about threats for soliciting by management and about having (b) (6), (b) (7)(C) manager clock (b) (6), (b) (7)(C) out for what was supposed to be paid 10 minute breaks, which only started after (b) (6), (b) (7)(C) became involved in the Fight for 15 and a Union, and which as far as (b) (6), (b) (7)(C) knows, only was done to those who were speaking up on behalf of the FF\$15 and a Union.

The FF\$15 and a Union held a strike in Charleston, on (b) (6), (b) (7)(C), 2019, which (b) (6), (b) (7)(C) participated in. I have attached the strike notice to this email.

Thank you and please let me know if you need anything else from me.

Best,
Rob

Robert J. Shore
Assistant General Counsel
Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036
(202) 730-7467 Office
(202) 725-6624 Cell
Pronouns: He, Him, His

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On Tue, Jan 7, 2020 at 10:15 AM Robert Shore <robert.shore@seiu.org> wrote:

Hi Jennifer:

You should be fine with heading out (b) (6), (b) (7)(C). I have set up (b) (6), (b) (7)(C) witness meetings for you (b) (6), (b) (7)(C) and there are (b) (6), (b) (7)(C) other (b) (6), (b) (7)(C) who would talk to you, but I'm not sure it's necessary. Do you have any time to talk quickly? My cell number is 12027256624.

I am free until 11 and then again after 1pm.

Thanks,

Rob

Sent from my iPhone

On Jan 7, 2020, at 9:45 AM, Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

How are we looking for affidavits (b) (6), (b) (7)(C) Do we have employees scheduled?

I am trying to decide if I will be staying (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) to Winston-Salem after affidavits. I am available after (b) (6), (b) (7)(C) if anyone can be here.

Thanks!

From: Robert Shore <robert.shore@seiu.org>
Sent: Friday, January 3, 2020 1:28 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Yes, not a problem.

It is alleged that the employer, through the (b) (6), (b) (7)(C) [REDACTED], put up no solicitation signs after the employees began signing cards with the Fight for \$15 to discourage union activity and/or membership and told at least one employee that signing a card and/or handing out union material was considered solicitation, would violate the policy and would be cause for discipline. This information was provided to (b) (6), (b) (7)(C) [REDACTED] at the store in question, but now is (b) (6), (b) (7)(C) [REDACTED] for the Fight for \$15, through another employee at the store.

(b) (6), (b) (7)(C) [REDACTED] can also provide information about the no solicitation sign going up and what information was relayed to them about the sign and its connection with union activity. I have to speak to (b) (6), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C) [REDACTED] and will get a better idea of what information they have to provide you and if it is necessary for you to talk to all of them or just (b) (6), (b) (7)(C) [REDACTED].

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036

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On Thu, Jan 2, 2020 at 3:49 PM Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

Can I get a list of specific allegations and who can testify to each to make sure that they (or I) don't forget to cover it in their affidavit? Thanks

From: Corbin, Jennifer
Sent: Thursday, January 2, 2020 3:16 PM
To: Robert Shore <robert.shore@seiu.org>
Subject: RE: McDonald's 10-CA-253325

My hotel will be **Comfort Suites West of the Ashley** at 2080 Savannah River Highway in Charleston. It is close to that McDonald's.

I will be traveling to Charleston on **(b) (6), (b) (7)(C)** conducting an election on **(b) (6), (b) (7)(C)**, and then **available anytime on (b) (6), (b) (7)(C) morning to take affidavits.**

Thanks-

From: Robert Shore <robert.shore@seiu.org>
Sent: Thursday, January 2, 2020 2:27 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Yes, at this point I am assuming the witnesses will be meeting with you (b) (6), (b) (7)(C) to give us time to make the plans.

Hope to have specifics soon.

Best,

Rob Shore

Assistant General Counsel

SEIU

Sent from my iPhone

On Jan 2, 2020, at 2:23 PM, Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov> wrote:

Anything on this? I am trying to schedule my travel and other appts for next week.

I am traveling from Winston-Salem, NC – it is about a 5 hour trip. Can I get all the witnesses in on (b) (6), (b) (7)(C)

Thanks!

From: Robert Shore <robert.shore@seiu.org>
Sent: Thursday, January 2, 2020 10:14 AM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>

Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

I will do my best, my (b) (6), (b) (7)(C) has been off from before (b) (6), (b) (7)(C), and so (b) (6), (b) (7)(C) told me the other day (b) (6), (b) (7)(C) will be trying to set up the witnesses when (b) (6), (b) (7)(C) returns to work (b) (6), (b) (7)(C) I will reach out and see if I can get more information for you to at least secure date and location.

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036

(202) 730-7467 Office

(202) 725-6624 Cell

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purpose of (i) avoiding tax-related penalties under the Internal
Revenue Code or applicable state or local tax law provisions or
(ii) promoting, marketing or recommending to another party any
tax-related matter addressed herein.

On Thu, Jan 2, 2020 at 8:28 AM Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov> wrote:

Please let me know what witnesses you have lined up by noon
tomorrow, Friday, January 3- so that I can make travel plans.

Thanks-

From: Corbin, Jennifer
Sent: Tuesday, December 31, 2019 1:37 PM
To: Robert Shore <robert.shore@seiu.org>
Cc: Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: RE: McDonald's 10-CA-253325

I can get a hotel close to that McDonalds where they worked...
I assume that they live near there?

If there is a better location, let me know. I can take the
statements in the lobby. Each one will take about 2 hours.

How many witnesses will be coming?

From: Robert Shore <robert.shore@seiu.org>
Sent: Tuesday, December 31, 2019 12:29 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Cc: Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Where would you like to take the depositions? From what I understand, the employees who will be giving statements, as well as th (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) so I am not sure if there is a specific location that is more or less convenient to them. I am thinking that (b) (6), (b) (7)(C) will work best, but I will let you know.

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
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On Tue, Dec 31, 2019 at 12:26 PM Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov> wrote:

I can take affidavits on (b) (6), (b) (7)(C) -anytime.

On (b) (6), (b) (7)(C) (I am running an election that day.)

Or on (b) (6), (b) (7)(C) - anytime.

Please let me know what you get set up so that I can find a hotel nearby.

Thanks!

From: Robert Shore <robert.shore@seiu.org>
Sent: Tuesday, December 31, 2019 12:01 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>; Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: McDonald's 10-CA-253325

Hello Jennifer:

I have reached out to (b) (6), (b) (7)(C) in Charleston to try to facilitate setting up the affidavits. I have not confirmed availability as of yet though. Is it still your intention to take any affidavits on (b) (6), (b) (7)(C)

Thank you,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036

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From: [Robert Shore](#)
To: [Corbin, Jennifer](#); [Olamide Adetunji](#)
Subject: Re: McDonald's 10-CA-253325
Date: Monday, January 13, 2020 11:44:50 AM

Good morning Jennifer:

Please accept this email as a request to withdraw the above captioned matter. Please let us know if you need any additional information from us.

Thank you,

Rob

Robert J. Shore
Assistant General Counsel
Service Employees International Union (SEIU)
1800 Massachusetts Avenue, NW
Washington, DC 20036
(202) 730-7467 Office
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On Mon, Jan 13, 2020 at 11:11 AM Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

Rob-

I just wanted to check in on the status of this case. Please let me know if you have any additional questions.

Thanks!

From: Corbin, Jennifer
Sent: Thursday, January 9, 2020 10:12 AM
To: Robert Shore <robert.shore@seiu.org>
Subject: RE: McDonald's 10-CA-253325

That works! Hope all is OK!

From: Robert Shore <robert.shore@seiu.org>
Sent: Thursday, January 9, 2020 10:09 AM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

I had a (b) (6), (b) (7)(C) . What about tomorrow at 930 am?

Sent from my iPhone

On Jan 9, 2020, at 10:03 AM, Corbin, Jennifer <Jennifer.Corbin@nlrb.gov> wrote:

Can we talk about this case sometime today?

From: Robert Shore <robert.shore@seiu.org>
Sent: Tuesday, January 7, 2020 10:49 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Cc: Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

First, wanted to let you know (b) (6), (b) (7)(C) wasn't able to (b) (6), (b) (7)(C) so (b) (6), (b) (7)(C) will be there closer to (b) (6) sorry.

Regarding who delivered the strike notice, I have that information, (b) (6), (b) (7)(C) probably doesn't know—it was a large strike with many McDonald's and other fast food stores, I can pull the information and let you know. (b) (6), (b) (7)(C) would know approximately how many stores were there I think, but (b) (6), (b) (7)(C) won't know exact numbers.

Whether all the people on the notice were at the strike, (b) (6), (b) (7)(C) might know, but we probably have better records of those things so I see if I can find out to tell you.

Let me know if you have other questions.

Thanks,

Rob

Sent from my iPhone

On Jan 7, 2020, at 8:46 PM, Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov> wrote:

Maybe (b) (6), (b) (7)(C) can answer these (b) (6), (b) (7)(C) -

Do you have a copy of the No Soliciting Sign?

When was the strike notice delivered and by whom? Who was it given to? Did all of the employees listed participate in the strike?

Where was the strike held at? How many people participated? Was this only employees from this McD's or were other fast food workers there?

From: Robert Shore <robert.shore@seiu.org>
Sent: Tuesday, January 7, 2020 7:36 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>; Olamide Adetunji <Olamide.adetunji@seiu.org>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Sorry for the delay in getting back to you with numbers, my afternoon got taken over by meetings.

(b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C). (b) (6), (b) (7) should be there around (b) (6), (b) (7) but does have to (b) (6), (b) (7)(C) so (b) (6), (b) (7) might not be there exactly at that time. (b) (6), (b) (7) can talk about seeing the sign itself regarding no soliciting and about having (b) (6), (b) (7) manager clock (b) (6), (b) (7) out for what was supposed to be paid 10 minute breaks, which only started after (b) (6), (b) (7) became involved in the Fight for 15 and a Union, and which as far as (b) (6), (b) (7) knows, only was done to those who were speaking up on behalf of the FF\$15 and a Union.

(b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) will talk about both what (b) (6), (b) (7) was told about threats for soliciting by management and about having (b) (6), (b) (7) manager clock (b) (6), (b) (7) out for what was supposed to be paid 10 minute breaks, which only started after (b) (6), (b) (7) became involved in the Fight for 15 and a Union, and which as far as (b) (6), (b) (7) knows, only was done to those who were speaking up on behalf of the FF\$15 and a Union.

The FF\$15 and a Union held a strike in Charleston, on (b) (6), (b) (7)(C) 2019, which (b) (6), (b) (7) participated in. I have attached the strike notice to this email.

Thank you and please let me know if you need anything else from me.

Best,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees International Union (SEIU)
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Washington, DC 20036

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On Tue, Jan 7, 2020 at 10:15 AM Robert Shore
<robert.shore@seiu.org> wrote:

Hi Jennifer:

You should be fine with heading out (b) (6), (b) (7)(C). I have set up (b) (6), (b) (7)(C) witness meetings for you (b) (6), (b) (7)(C) and there are (b) (6), (b) (7)(C) who would talk to you, but I'm not sure it's necessary. Do you have any time to talk quickly? My cell number is 12027256624.

I am free until 11 and then again after 1pm.

Thanks,

Rob

Sent from my iPhone

On Jan 7, 2020, at 9:45 AM, Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov> wrote:

How are we looking for affidavits (b) (6), (b) (7)(C) Do we have employees scheduled?

I am trying to decide if I will be staying (b) (6), (b) (7)(C) to Winston-Salem after affidavits. I am available after (b) (6), (b) (7)(C) if anyone can be here.

Thanks!

From: Robert Shore <robert.shore@seiu.org>
Sent: Friday, January 3, 2020 1:28 PM
To: Corbin, Jennifer <Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Yes, not a problem.

It is alleged that the employer, through (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) , put up no solicitation signs after the employees began signing cards with the Fight for \$15 to discourage union activity and/or membership and told at least one employee that signing a card and/or handing out union material was considered solicitation, would violate the policy and would be cause for discipline. This information was provided to (b) (6), (b) (7)(C) at the store in question, but now is (b) (6), (b) (7)(C) for the Fight for \$15, through another employee at the store.

(b) (6), (b) (7)(C) can also provide information about the no solicitation sign going up and what information was relayed to them about the sign and its connection with union activity. I have to speak to (b) (6), (b) (7)(C) and will get a better idea of what information they have to provide you and if it is necessary for you to talk to all of them or just (b) (6), (b) (7)(C) .

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

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My hotel will be **Comfort Suites West of the**

Ashley at 2080 Savannah River Highway in Charleston. It is close to that McDonald's.

I will be traveling to Charleston on (b) (6), (b) (7)(C) conducting an election on (b) (6), (b) (7)(C), and then available anytime on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to take affidavits.

Thanks-

From: Robert Shore <robert.shore@seiu.org>
Sent: Thursday, January 2, 2020 2:27 PM
To: Corbin, Jennifer <Jennifer.Corbin@nrlb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Yes, at this point I am assuming the witnesses will be meeting with you (b) (6), (b) (7)(C) to give us time to make the plans.

Hope to have specifics soon.

Best,

Rob Shore

Assistant General Counsel

SEIU

Sent from my iPhone

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Jennifer <Jennifer.Corbin@nrlb.gov>

wrote:

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I am traveling from Winston-Salem, NC – it is about a 5 hour trip. Can I get all the witnesses in on (b) (6), (b) (7)(C)

Thanks!

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<robert.shore@seiu.org>
Sent: Thursday, January 2, 2020
10:14 AM
To: Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

I will do my best, my (b) (6), (b) (7)(C) has been off from before (b) (6), (b) (7)(C) and so (b) (6), (b) (7)(C) told me the other day (b) (6), (b) (7)(C) will be trying to set up the witnesses when (b) (6), (b) (7)(C) returns to work (b) (6), (b) (7)(C) I will reach out and see if I can get more information for you to at least secure date and location.

Thanks,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees
International Union (SEIU)
1800 Massachusetts Avenue,
NW
Washington, DC 20036

(202) 730-7467 Office

(202) 725-6624 Cell

Pronouns: He, Him, His

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state or local tax law provisions or (ii) promoting, marketing or recommending to another party any tax-related matter addressed herein.

On Thu, Jan 2, 2020 at 8:28 AM

Corbin, Jennifer

<Jennifer.Corbin@nrlrb.gov> wrote:

Please let me know what witnesses you have lined up by noon tomorrow, Friday, January 3- so that I can make travel plans.

Thanks-

From: Corbin, Jennifer

Sent: Tuesday, December 31, 2019

1:37 PM

To: Robert Shore

<robert.shore@seiu.org>

Cc: Olamide Adetunji

<Olamide.adetunji@seiu.org>

Subject: RE: McDonald's 10-CA-253325

I can get a hotel close to that McDonalds where they worked...I assume that they live near there?

If there is a better location, let me know. I can take the statements in the lobby. Each one will take about 2 hours.

How many witnesses will be coming?

From: Robert Shore

<robert.shore@seiu.org>

Sent: Tuesday, December 31, 2019

12:29 PM
To: Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov>
Cc: Olamide Adetunji
<Olamide.adetunji@seiu.org>
Subject: Re: McDonald's 10-CA-253325

Hi Jennifer:

Where would you like to take the depositions? From what I understand, the employees who will be giving statements, as well as (b) (6), (b) (7)(C), so I am not sure if there is a specific location that is more or less convenient to them. I am thinking that (b) (6), (b) (7)(C) will work best, but I will let you know.

Thanks,

Rob

Robert J. Shore
Assistant General Counsel
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1800 Massachusetts
Avenue, NW
Washington, DC 20036
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On Tue, Dec 31, 2019 at 12:26 PM
Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov>
wrote:

I can take affidavits on (b) (6), (b) (7)(C)
-anytime.

On (b) (6), (b) (7)(C)

(b) (6), (b) (7) (I am running an election that day.)

Or on (b) (6), (b) (7)(C) anytime.

Please let me know what you get set up so that I can find a hotel nearby.

Thanks!

From: Robert Shore
<robert.shore@seiu.org>
Sent: Tuesday, December 31, 2019 12:01 PM
To: Corbin, Jennifer
<Jennifer.Corbin@nlrb.gov>;
Olamide Adetunji
<Olamide.adetunji@seiu.org>
Subject: McDonald's 10-CA-253325

Hello Jennifer:

I have reached out to our organizers in Charleston to try to facilitate setting up the affidavits. I have not confirmed availability as of yet though. Is it still your intention to take any affidavits on (b) (6), (b) (7)(C)

Thank you,

Rob

Robert J. Shore

Assistant General Counsel

Service Employees
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1800 Massachusetts
Avenue, NW
Washington, DC 20036

(202) 730-7467 Office

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marketing or recommending to
another party any tax-related
matter addressed herein.

Case Name: McDonald's
Case No.: 10-CA-253325
Agent: JAC

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
12.19	Rob Shore SEIU Attorney		Said that Attorney who filed the charge is out of the country for the next 3 weeks and could she set up AFFs when she got back. I said NO- I will be in Charleston on (b) (6), (b) (7)(C) and wanted to take them then. He will contact (b) (6), (b) (7)(C) and see what can be done to get the ee's scheduled for AFFs and get back to me.
1.7.20			<p>Rob Shore- called to find out who had had lined up for AFFs (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C) knows about FF\$15, ER put up no soliciting sign and ER clocked ee's who supported FF\$15 out for their 10 min. breaks – w/o ees knowing</p> <p>(b) (6), (b) (7)(C) ER put up sign in June 2020. (b) (6), (b) (7)(C) was also clocked out by mgr for breaks</p> <p>(b) (5), (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C) can only corroborate that the mgt. clocked ee's who supported FF\$15 out for breaks and ER put up a sign. (b) (5), (b) (6), (b) (7)(C)</p>
1.9.20			<p>Told LRS about the allegations and info witnesses had provided (b) (5), (b) (6), (b) (7)(C)</p>

[illegible]



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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January 16, 2020

Matthew R Korn, Attorney
Stephen C. Mitchell, Attorney
Fisher & Phillips LLP
1320 Main St Ste 750
Columbia, SC 29201-3284

Justin D. Martin, Attorney
Jones Day
250 Vesey St
New York, NY 10281-1052

Jonathan M. Linas, Attorney
Jones Day
77 W Wacker Dr Ste 3500
Chicago, IL 60601-1701


Re: (b) (6), (b) (7) d/b/a McDonald's
(C)
Case 10-CA-253325

Dear Mr. Korn, Mr. Mitchell, Mr. Martin and Mr. Linas:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

LISA HENDERSON
Acting Regional Director

By: 
SCOTT C. THOMPSON
Officer in Charge

cc: Olamide Adetunji, Law Fellow
SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW
Washington, DC 20036

SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW, Rm 6041 M
Washington, DC 20036

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) d/b/a McDonald's
2050 Savannah Hwy
Charleston, SC 29407

McDonald's, USA as joint employers
110 N. Carpenter Street
Chicago, IL 60607